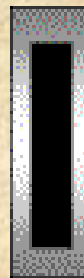
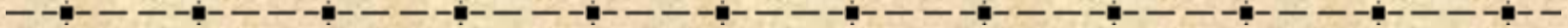




# Warrant Officer Recruiting Briefing



*United States Army Signal Center & Fort Gordon, Georgia*



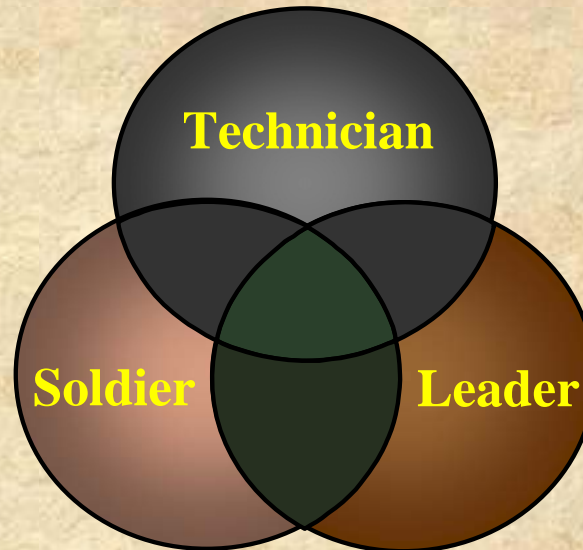
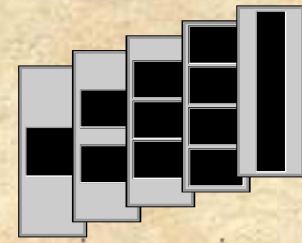
# Army Roles

- Direct representatives of the President
  - Basis for legal authority
  - Command, establish policy, and manage resources
  - Normally generalists – broader responsibilities over career
- 
- Highly specialized – single track specialty officers
  - Leaders and technical experts
  - Provide valuable skills, guidance, and expertise to commanders and organizations
  - Lead, coach, train, counsel subordinates
- 
- Train, lead, and take care of enlisted soldiers
  - Authority derived from oath, law, rank, traditions, and regulations.
  - Direct soldiers, take actions to accomplish mission, and enforce good order and discipline
  - Ensure subordinates and their personal equipment prepared to function as effective unit and team members





# Definition of a Warrant Officer?



**Warrant officers are highly specialized, single-track specialty officers** who receive their authority from the Secretary of the Army upon their initial appointment. (Para A-3, Field Manual 22-100)





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# Opportunities as a Warrant Officer?



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# Unprecedented Growth

FY	03	04	05	06	07	08	09	10
UEX								
BCT (UA) BUILD		4 4 3	4 4 2	4 3 4 4	3 4 4 4			
STRYKER		SBCT2	SBCT3	SBCT4	SBCT5	SBCT6 IOC		
05/11 UAD Active	389 (+1%)	470 (+17%)	510 (+8%)	570 (+11%)	627 (+10%)	626	640 (+3%)	645 (+1%)
05/11 UAD National Guard	467 (+9%)	530 (+12%)	530	664 (+20%)	664	664 *	664 *	664 *
05/11 UAD Army Reserve	132 (+9%)	183 (+28%)	188 (+1%)	217 (+14%)	217	217 *	217 *	217 *
05/11 UAD WO Total	988 (+6%)	1183 (+16%)	1228 (+4%)	1451 (+16%)	1508 (+4%)	1507	1521 (+.5%)	1526 (+.5%)

38% Increase in Active Signal Warrant Officers



23% Increase in Signal Warrant officers overall

How do we access, train and sustain Signal WO?

Note: Reserve Component numbers are expected to raise dramatically in FY08 as the National Guard and Army Reserve begin the Transformation.

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# Opportunities and Benefits

Better Pay and Retirement  
Faster Promotion Potential  
Technical Training and  
Education  
Extended Career Path  
Challenging Assignments  
Perform Core Duties Longer  
Small Elite Corps

Makes up 2% of the Army  
and 15% Officer corps



## 44 Recommendations:

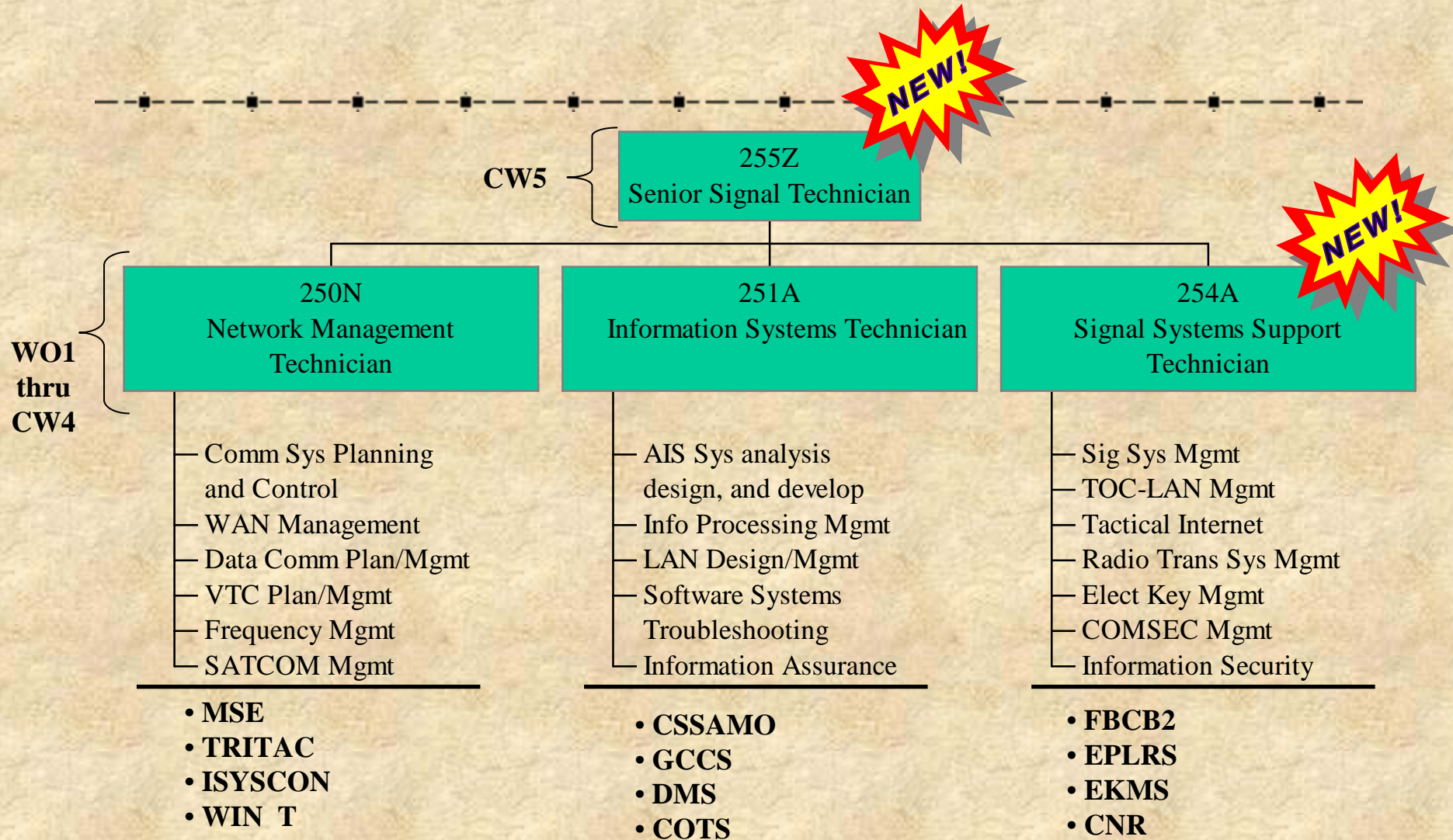
- 9 July 04 Basic Branch change & CW5 Insignia Change
- Save pay effective 9 July 04
- WOCS changes
- Targeted pay raises



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# Signal Warrant Officer MOS's







# Typical Signal Warrant Officer Positions



EAC				
Section		Duty Position	MOS	Rank
Main CP	Theater COMSEC MGT OFF	SIG SYS TECH	254A	CW4
	Plans & Exercise BR	NET MGT TECH	250N	CW4
	Projects BR	NET MGT TECH	250N	CW3
	IA BR	IA OFFICER	251A	CW4
	Enterprise Architecture BR	NET MGT TECH	250N	CW4
	Coalition & Joint INT BR	SR SIG SYS TECH	255Z	CW5
OPS C4I	C4 Current OPS SEC	INFO SYS TECH	251A	CW4
		NET MGT TECH	250N	CW4
	C4 HQ SPT SEC	INFO SYS TECH	251A	CW4
	JCND Current OPS SEC	IA OFFICER	251A	CW4







# Typical Signal Warrant Officer Positions



## Division/Corps G6

Division/Corps G6						
Section				Duty Position	MOS	Rank
G6	MAIN			NET MGT TECH	250N	CW3
	TAC 1			IA TECH	251A	CW3
				SIG SYS TECH	254A	CW3
	TAC 2			SIG SYS TECH	254A	CW3
	CO HQ & NW DET	NET CMD GP	NETOPS	NET MGT TECH	250N	CW3
			IA/CND	IA TECH	251A	CW3
Network Extension Detachment (HUB PLT)				NET MGT TECH	250N	CW3

## BCT

Section				Duty Position	MOS	Rank
S6				SIG SYS TECH	254A	CW2
	CSSAMO			INFO SYS TECH	251A	CW2
	NW SPT CO	HQ & NW SPT PLT	NETOPS	NET MGT TECH	250N	CW2



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# Retirement Pay Comparison

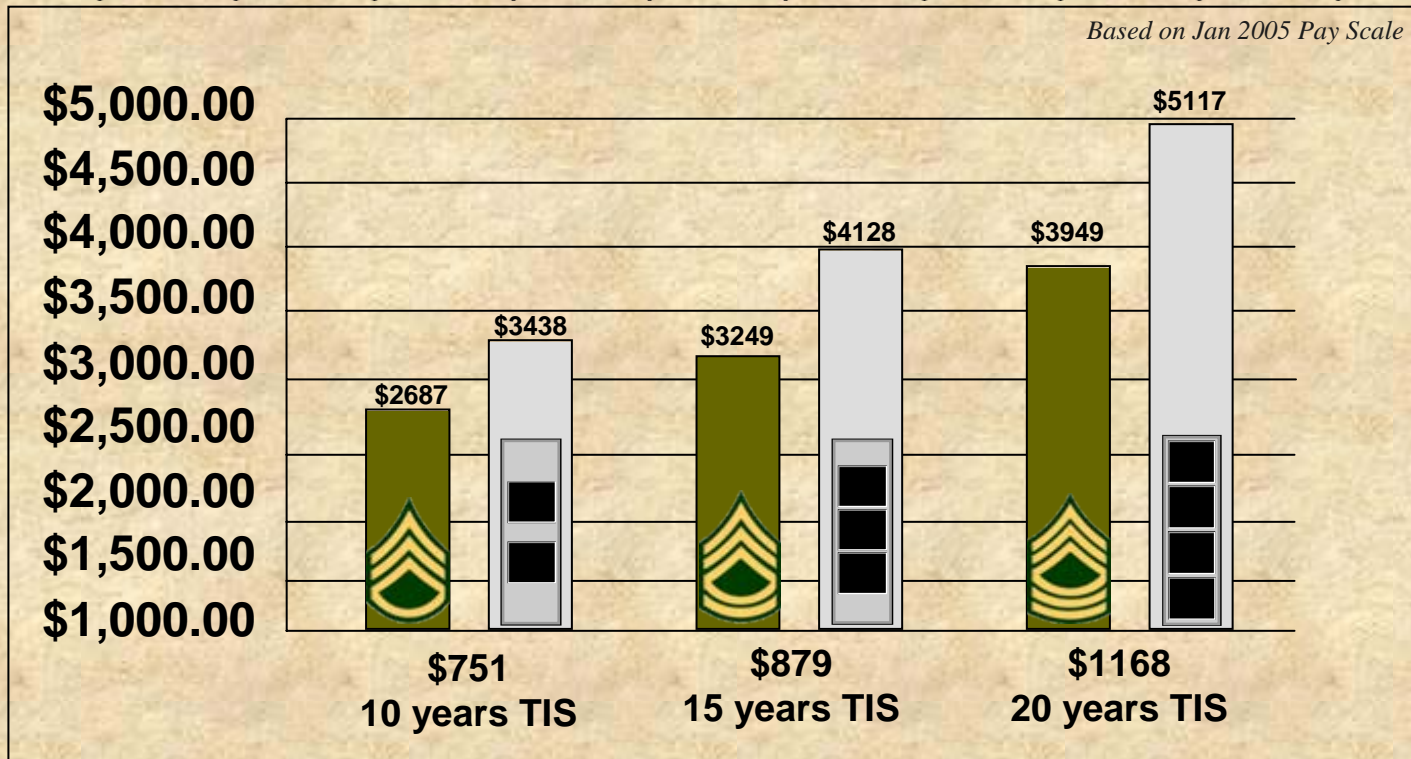
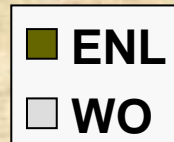
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*Based on January 2005 pay scale  
(High III)*

SFC	20	\$1556 (50%)	\$473
CW3	20	\$2029 (50%)	
MSG	24	\$2281 (60%)	\$668
CW4	24	\$2949 (60%)	
SGM	30	\$3531 (75%)	\$600
CW5	30	\$4131 (75%)	





# Warrant/NCO Base Pay Comparison



## Snapshot

E-5 vs W1 at 6 years TIS = Approximate \$705.00

E-6 vs W1 at 8 years TIS = Approximate \$420.00

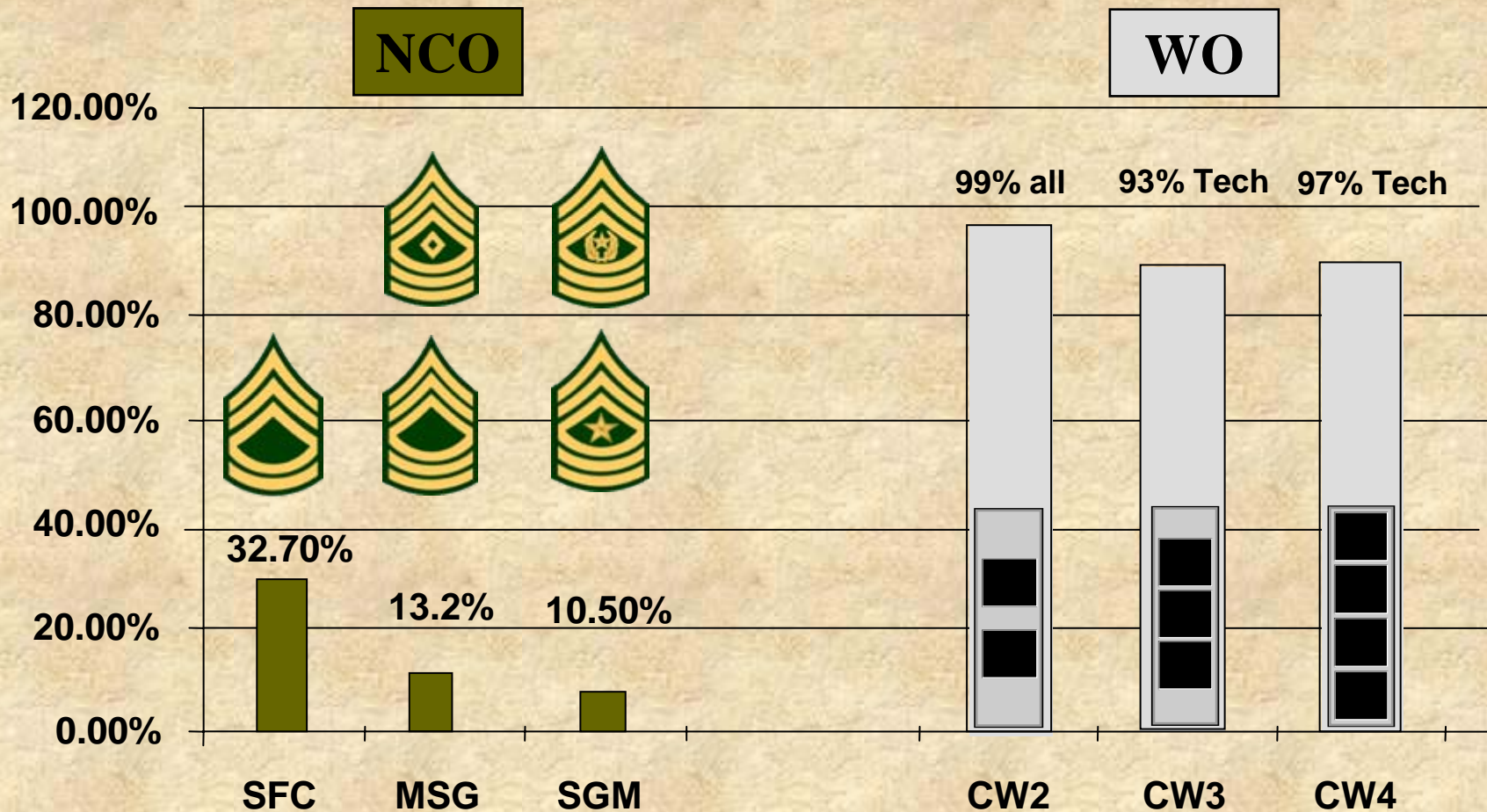
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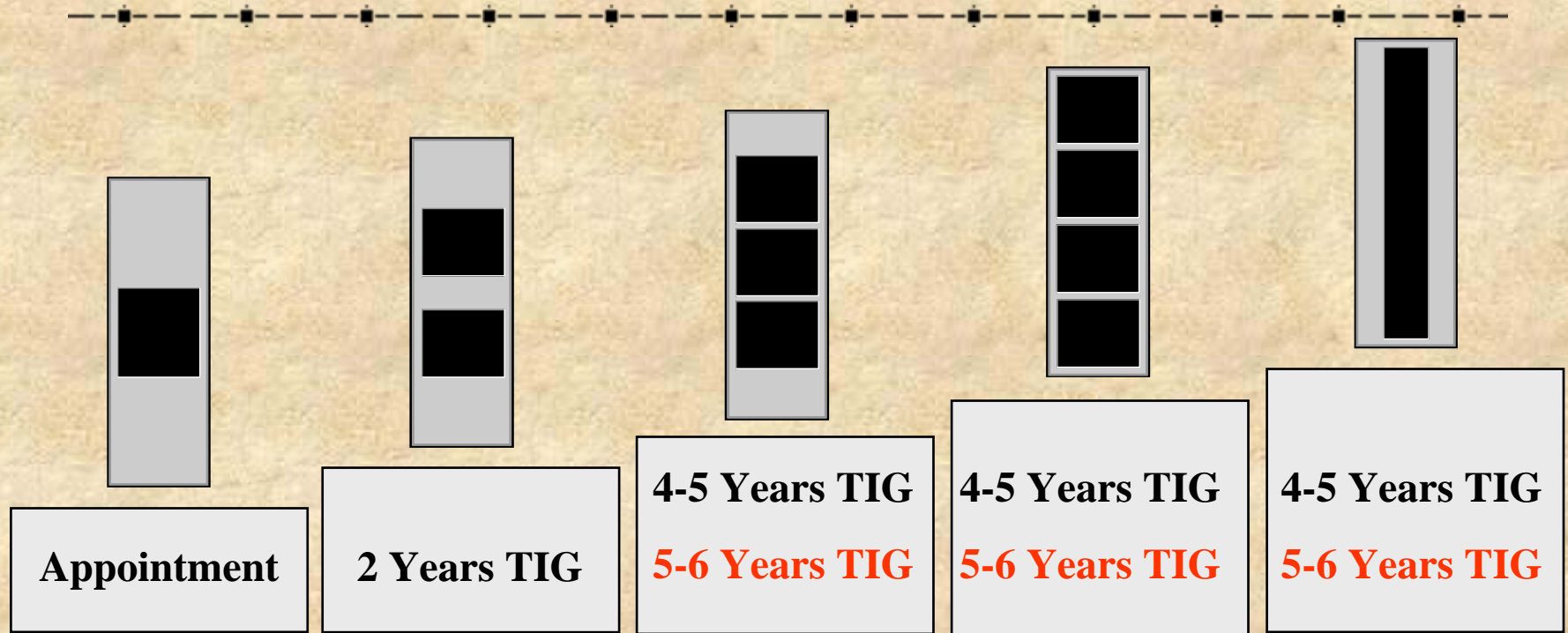


# NCO and WO Promotion Comparison





# Warrant Officer Promotions



**Time in Grade to CW3/4/5 reduced one year Effective FY-06**

**Aviators require one year longer for senior grades**





# Training and Education

---

Maintain G.I. Bill benefits

Maintain tuition assistance (TA) benefits

Maintain E-Army U

Degree Completion Program

Senior Service College selection/Combined advanced civil schooling

Logistics Management College, VA (LEDC/FIT program)

Naval Post Graduate School, MD (XP Course cooperative)

Joint Military Intelligence College, DC

Army Management Staff College, VA



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# Extended Career Path

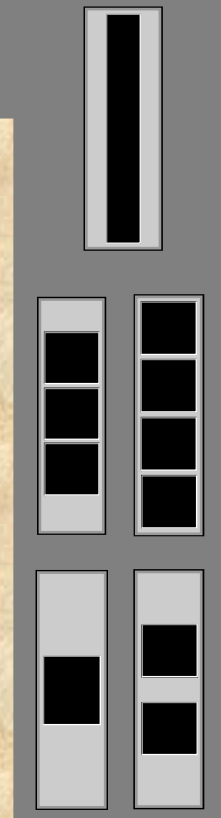
30 + Years as a WO  
if Promotion  
Gates Met

30 Years, Longer  
if Approved

26 Years

24 Years

22 Years



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# Assignment Opportunities

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White House Communications Agency

White House Fellowship eligibility

Training-with-Industry (TWI)

(Microsoft, General Dynamics, Cisco, Computer Associates, TRW)

Pentagon and Department of the Army

TAFT assignments (Technical Assistance Field Team)

Australia, Egypt, UAE and other locations



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# Making the Transition

*Education System*

*Candidate School*

*Basic Course*



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# Warrant Officer Education System

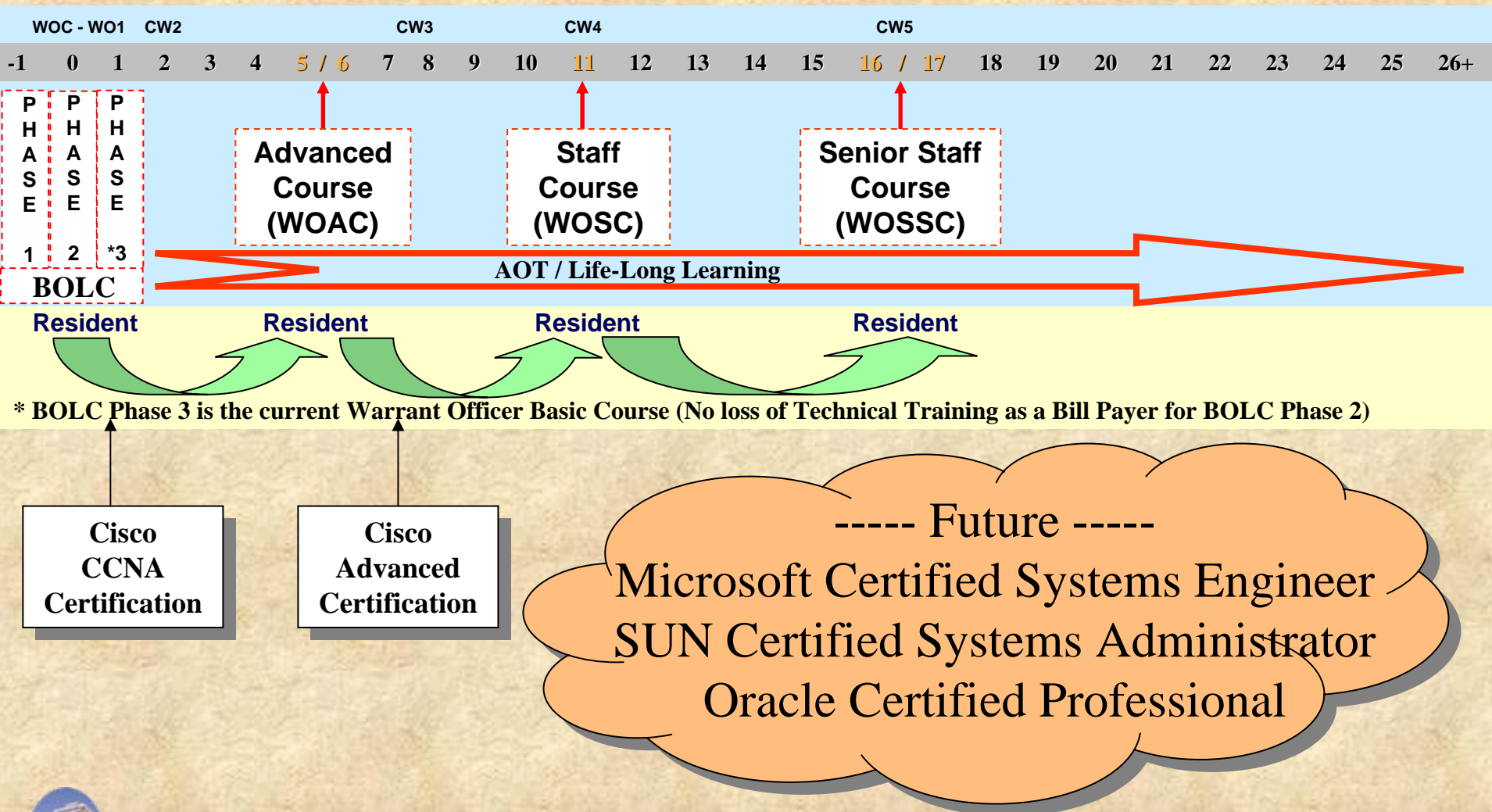


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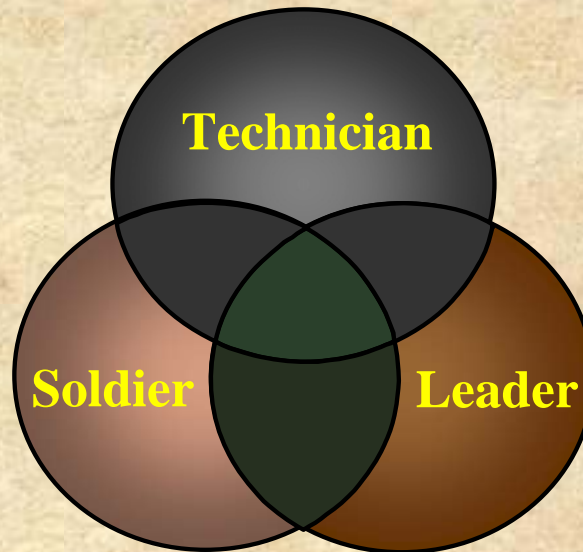
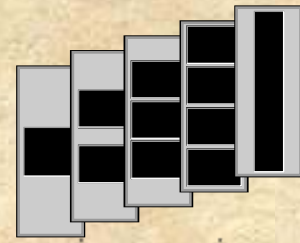
# Signal Warrant Officer Training

## Warrant Officer Educational System





# What can the Warrant Officer Candidate School do for you?



Starts your transition from Enlisted to Warrant

- ◆ Enhances your attention to detail
- ◆ Provides introduction to officer leadership skills
- ◆ Gives background and history of Warrant Corps



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# Warrant Officer Candidate School

---

Fort Rucker, Alabama

6 Weeks (plus 4 days prep time)

Website: <http://www.leavenworth.army.mil/wocc>

## **Purpose**

Leadership Potential

Self Discipline

Attention to Detail

Time Management

## **Professional Development**

Leadership

Communication

Management

Ethics



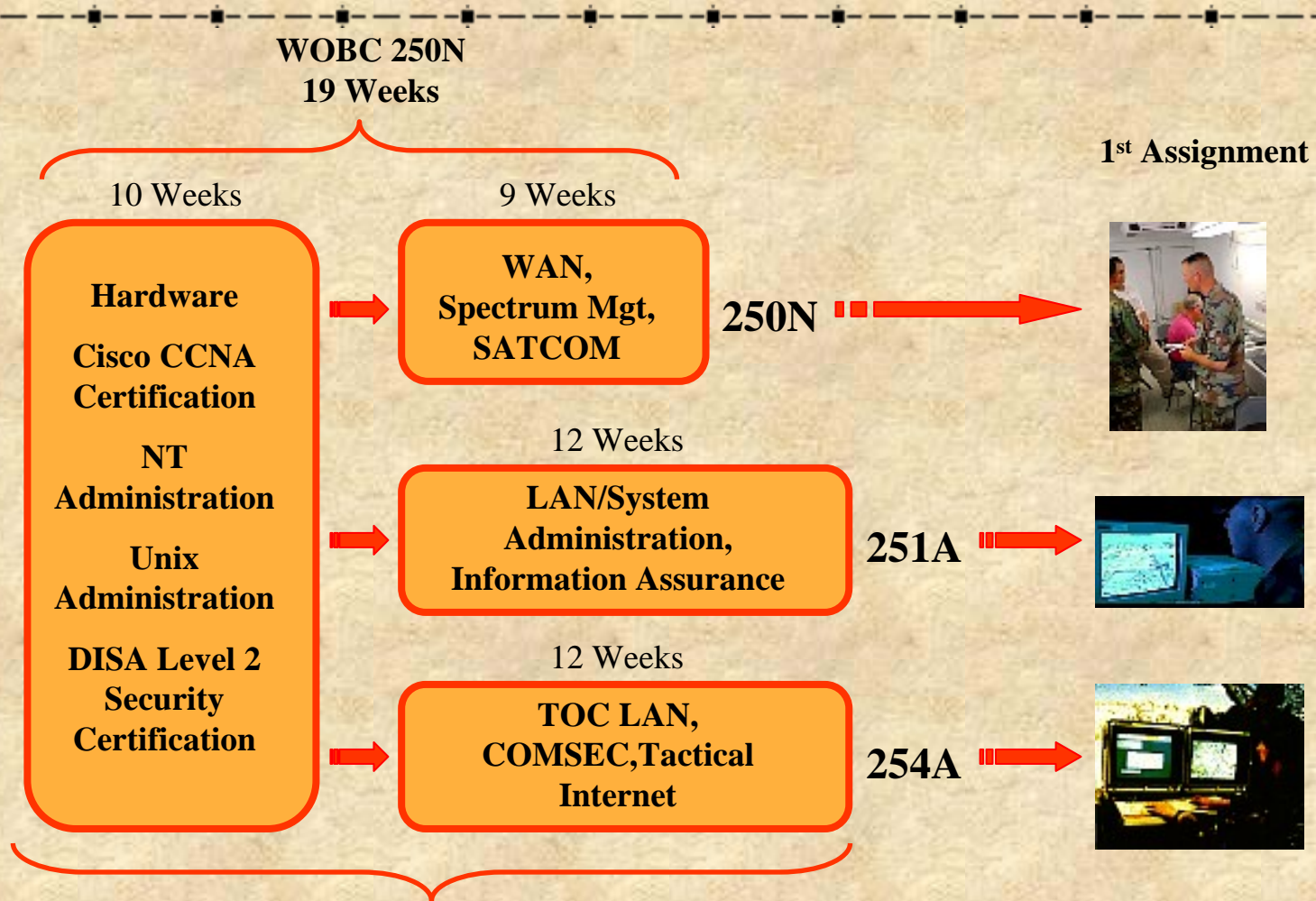
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# Signal Warrant Basic Course

## Signal Warrant Officer Initial Training



WOBC 251A/254A  
22 Weeks

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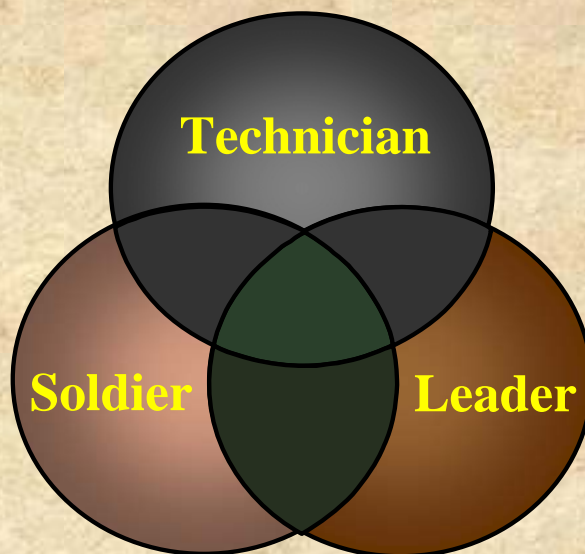
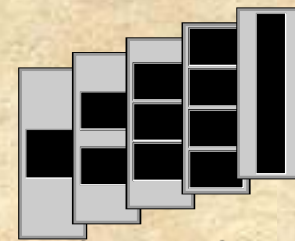
# How Do I Become a Warrant Officer?



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# Who applies to become a Warrant Officer?



- ✠ Applicants who want to make a difference
- ✠ Applicants who want to advance their careers
- ✠ Applicants who want to stay in their career fields
- ✠ Applicants who want better retirement pay for family
- ✠ Applicants who have the technical capabilities to do more





# Application and Procedures

---

Process and Where to Start

Regulatory Requirements

Application

Letters of Recommendation

Waiver Process

Selection Board

Questions







# Application Process Guidance

---



- Visit the web site
- Verify qualifications
- Download checklist
- Download forms

- Schedule Physical
- Schedule interviews
- Schedule exams
- Gather paperwork

- Mail application to USAREC
- Follow-up status on web site





# Where to Start


## WWW.USAREC.ARMY.MIL/WARRANT

U.S. Army Recruiting Command's Warrant Officer Recruiting - Microsoft Internet Explorer

File Edit View Favorites Tools Help

# Warrant Officer Recruiting

USAREC Home | Army Tour | Email Us



**Home**

**Active Duty Applicants**

**Civilian Applicants**

**Reserve Component/  
National Guard**

**Contact Us**

Site Last Updated 04/12/2004

### U.S. Army Recruiting Command's Warrant Officer Recruiting Information Site

#### Hot Topics

**NEW!** [Security Clearance Memorandum Changed](#)

**NEW!** [May 2004 Warrant Officer Selection Results](#)

**NEW!** [MEPS/Guidance Counselor Information](#)

[Deployed Applicant Page](#)

[Wait Time to Reapply Eliminated](#)

[Microfiche Information](#)

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#### MISSION

U.S. Army Recruiting Command is charged with recruiting highly qualified applicants to serve as Army warrant officers.

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**Mail application to:**

HEADQUARTERS U.S. ARMY RECRUITING COMMAND  
ATTN: RCRO-SM-A  
1307 Third Ave.  
Fort Knox, Ky 40121-2725



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# Email Opt-In Popup Window

## WWW.USAREC.ARMY.MIL/WARRANT

U.S. Army Recruiting Command's Warrant Officer Recruiting - Microsoft Internet Explorer

Warrant Officer Recruiting - Entry Survey - Microsoft Internet Explorer

Back Address

Go

Home

Active Duty

Civilian App

Reserve Co

National Gu

Contact Us

Site Last Update

Done Internet

**Warrant Officer Recruiting**

First Time Visitor? Please take the time to tell us more about you.

If you have already filled out this survey please click [here.](#)

1. What is your first name?

What is your last name?

2. Gender?

Male

3. What is your enlisted occupational specialty?

4. What is your current pay grade?

E-1



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# Program Overview

## WWW.USAREC.ARMY.MIL/WARRANT

The screenshot shows a web browser window titled "U.S. Army Recruiting Command's Warrant Officer Recruiting - Microsoft Internet Explorer". The address bar shows "WWW.USAREC.ARMY.MIL/WARRANT". The website has a dark blue header with the title "Warrant Officer Recruiting" in large yellow letters. Below the title are links for "USAREC Home", "Army Tour", and "Email Us", along with a U.S. Army star logo. A left sidebar contains a navigation menu with links: "Home", "Program Overview", "Packet Download Area" (with sub-links: Complete Application, Checklist, Deployed Page, Memorandums, Forms, Regulations), "General Information" (with sub-links: Application Status, Board Results, Board Schedule, Briefing Schedule, Warrant Officer MOS List, Links, FAQs), "MEPS Information", and "Contact Us". The main content area is titled "Program Overview" and features a yellow header for "Steps to Determine Eligibility for the Warrant Officer Program". The text below explains the program's purpose and provides detailed information for both Army and Non-Army personnel.

**U.S. Army Recruiting Command's Warrant Officer Recruiting - Microsoft Internet Explorer**

File Edit View Favorites Tools Help

**Warrant Officer Recruiting**

USAREC Home | Army Tour | Email Us

**U.S. ARMY**

**Program Overview**

**Steps to Determine Eligibility for the Warrant Officer Program**

The following information will assist you in determining eligibility and submitting your application.

**General Information On The Warrant Officer Program**

Warrant Officers are technical and tactical leaders who specialize, throughout an entire career, in a specific technical area. The Army Warrant Officer Corps comprises less than three percent of the total Army. Although small in size, the level of responsibility is immense and only the very best will be selected to become Warrant Officers. Benefits include extended career opportunities, worldwide leadership assignments, and increased pay and retirement benefits.

**Non-Army Personnel** - A joint service agreement allows service members who are selected for this program to be discharged from their component and enlisted in the Army. Applicants must apply for this program while on active duty and must have two years remaining on their enlistment contract; civilians must contact their local Army recruiter. Applications are forwarded from the individual to Headquarters United States Army Recruiting Command, USAREC. After screening, the application is forwarded to the appropriate proponent who evaluates the applicants' technical experience and determines if the applicant is qualified to compete against other qualified applicants for the limited warrant officer positions. Applications from those who are not technically qualified will be returned to the applicant without further processing. Further requirements for Non-Army personnel are listed below under "**Additional Requirements For Non-Army Personnel**".

A selection board will consider fully qualified applications. Selection is highly competitive and board members select applicants based upon the whole person concept. Leadership and technical abilities will be evaluated and only the best qualified will be selected.

Site Last Updated 01/28/2004



*United States Army Signal Center & Fort Gordon, Georgia*





# Menu Overview

WWW.USAREC.ARMY.MIL/WARRANT

**U.S. Army Recruiting Command's Warrant Officer Program Overview**

**Home**

**Program Overview**

**Packet Download Area**

- Complete Application
- Checklist
- Deployed Page
- Memorandums
- Forms
- Regulations

**General Information**

- Application Status
- Board Results
- Board Schedule
- Briefing Schedule
- Warrant Officer MOS List
- Links
- FAQs

**GT Information**

**Microfiche Information**

**MEPS Information**

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**Officer Program**

...ining eligibility and submitting your application.

**Program**

...s who specialize, throughout an entire career, in a Corps comprises less than three percent of the responsibility is immense and only the very best will include extended career opportunities, worldwide retirement benefits.

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...cations. Selection is highly competitive and board person concept. Leadership and technical ed will be selected.

**Warrant Officer Program**

...this web site ([www.usarec.army.mil/warrant](http://www.usarec.army.mil/warrant)) to

Site Last Updated 01/28/2004



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# Regulatory Requirements

---

## **Administrative Requirements**

US Citizen

GT Score - 110 or Higher

High School Graduate or GED

Have a Secret Security Clearance

Can Apply With Interim SECRET Clearance

Pass Standard 3-Event APFT

Can apply with an APFT waiver

Pass Appropriate Physical Exam





# Signal Warrant Officer Prerequisites Common



SGT / E5

Four years Practical Experience relative to the MOS.

Six Hours, College Level English

Three NCOER which reflect outstanding duty performance

**Note 1: Feeder MOS is for Guidelines only! Any MOS can apply if practical experience is documented.**







# Waivers

- 
- ✱ Grade – **YES** (demonstrated leadership required)
  - ✱ Practical Experience -- **NO** (prerequisites are minimums)
  - ✱ Enlisted feeder MOS -- **YES** (provided practical experience prerequisites are met)
  - ✱ Six hours of English -- **NO** (CLEP is readily available alternative)
  - ✱ Three NCOER – **YES** (documented leadership skills)







# The Application

1. Checklist/MILPO Letter

2. DA Form 61

## **HT/WT & APFT Statement**

3. Security Clearance *JPAS Print out*

4. Letters of Recommendation  
(*Next Slide*)

5. Resume

6. Statement of Understanding

7. ERB (*Enlisted Record Brief*)

8. College Transcripts

9. DA Form 160

11. Physical

(*USAREC Form 1932*)

12. Microfiche (*No Longer needed*)

(*Follow Directions for hardcopy*)

13. Waivers

**Moral**-HRC

**Prerequisite**, -Proponent

**Age**, and **AFS** -G-1

**APFT**-G3

14. DA Photo

15. Conditional Release

(*Reserves & Other Services*)





# Letters of Recommendation

Letters must not be older than **Twelve Months**

If using former Commander - we recommend having current Commander review packet!

Letters of Recommendation required:

Company (or first UCMJ level) Commander (Must have)

\* Battalion (or second UCMJ level) Commander (Must have)

IT Professional Letter of Recommendation (Not Required)

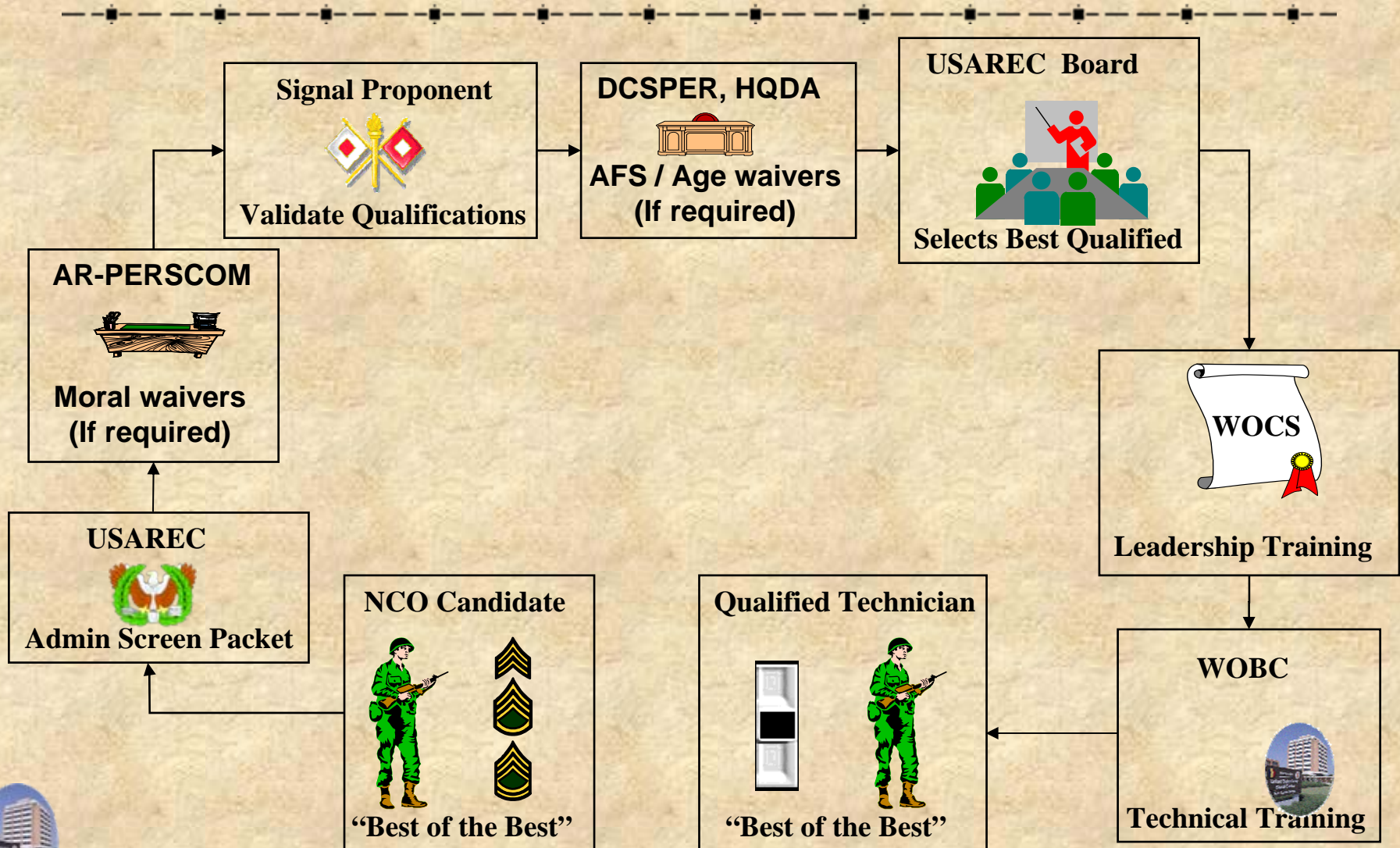
\* Note: If requesting an APFT Waiver, BNCDR LOR must state you are physically capable of completing training and worldwide deployment



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# Selection Process



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# Selection Board

---

DA Centralized Board Held at USAREC  
Board Schedule Posted on Web Site  
Comprised of Branch and Warrant Officers  
Vote Using “Total Person” Concept  
Results Will be Posted on Web Site

Fully Qualified - Selected - Q-S

Fully Qualified - Nonselect (First Board) - FQ-NS

Not Selected - Not Competitive (Second Board) – NS-NC

Applicants may immediately re-apply if not selected



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# Final Notes

---

- ✦ Packet deadline: 1st of the month prior to the board  
Should be sooner if waivers are requested
- ✦ Send **only one copy** of the packet to USAREC
- ✦ Verify your application status on line!
- ✦ We encourage contact – email, call, or fax





# Signal Warrant POC

CW5 Andrew Barr  
RCWO of Signal  
(706) 791-5771  
DSN 780-5771

CW5 Wayne H. Jensen Jr.  
Signal WO Proponent Manager  
(706) 791-6545  
DSN 780-6545

**[andrew.barr@us.army.mil](mailto:andrew.barr@us.army.mil)** **[jensenw@us.army.mil](mailto:jensenw@us.army.mil)**

Signal Corps Community Page:  
MACOMS->TRADOC->Signal Center

Signal Warrant Community Page:  
**[MACOMS->TRADOC->Signal Center->OCOS->Warrant](#)**

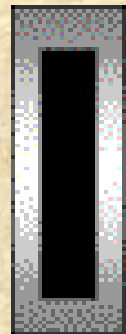
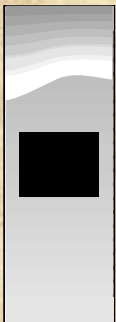
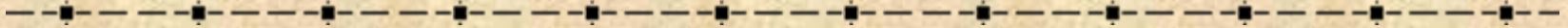
University of Information Technology:  
**<https://uit.gordon.army.mil/>**



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# Questions?



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